



402 West Washington  
Room W195  
Indianapolis, IN 46204  
Phone: (888) TEENWOR[K]  
Fax: (317) 233-3790

**Indiana Department of Labor**  
**Bureau of Child Labor**

# News Release

**FOR IMMEDIATE RELEASE**

May 12, 2003 [Revised]

## **New Law in Effect for Teen Workers**

**Indianapolis, IN** – Indiana employers that employee teens should take note of a new law that was signed May 7, 2003. Public Law 199 prohibits those employees less than 18 years of age from working past 10:00 p.m., and before 6:00 a.m., in a business open to the public when not accompanied by another employee who is 18 years of age or older. Failure to comply with this provision may result in a civil penalty of up to \$400 for each instance of such a violation.

“It is our hope that the adult supervision requirement will create a safer work place for those teens that are working late at night,” said Pete Rimsans, deputy commissioner of labor in charge of Indiana’s Bureau of Child Labor. “Studies have shown that acts of workplace violence are less likely to occur when there is more than one employee on duty. Right now, our main concern is making employers around the state aware of this new requirement, before it takes effect July 1.”

Public Law 199 also amended Indiana’s teen break law to allow employers more flexibility. This portion of the law became effective May 7, 2003. Indiana’s teen break law requires most Indiana employers to provide either one or two breaks totaling 30 minutes to teens, under the age of 18, who work six or more consecutive hours. The law was amended to allow two separate breaks in lieu of a continuous 30-minute break. The law also removed the requirement that the break be given between the teen’s third and fifth hours of work. Public Law 199 also expanded the number of employers covered by the teen break law by

**For Immediate Release May 12, 2003**

*more*

removing the exemptions for camps and other facilities that provide recreational, health, educational, or sectarian related activities, operated by non-profit organizations. However, it retains the exemptions for farm laborers, domestic service workers, golf caddies, newspaper carriers, teens that have completed an approved vocational or special education program, and teens that have withdrawn from school. Failure to comply with the teen break law provision may also result in a civil penalty of up to \$400 for each instance of such a violation.

“The changes to the teen break law were fought for by the Restaurant and Hospitality Association of Indiana and the Indiana Parks and Recreation Association to give employers more flexibility in scheduling teen workers,” noted Rimsans. “The changes are sound public policies that make good business sense.”

Upon initial inspection, the Bureau of Child Labor issues warnings to employers for each violation discovered. Subsequent inspections may result in a progressive scale of civil penalties ranging from \$50 to \$400 per instance.

Parents, teens, and businesses that have questions about Indiana’s teen work laws may contact the Indiana Department of Labor’s Bureau of Child Labor at 1-888-TEENWORK. They can also learn more about the new law or other requirements of Indiana’s child labor laws by logging onto [www.teenworker.org](http://www.teenworker.org).

-30-

This release is available on the Internet at <http://www.in.gov/labor/childlabor/news.html>

**Reporters’ Contact: Pete Rimsans, (317) 232-2683**

---